



Opportunity: School Design Coach (Texas-Based) *(.5-1.0 FTE)*

About the Role

Big Picture Learning (BPL) seeks a School Design Coach to lead and support the Texas Upstream Collaborative, a group of schools working to reimagine alternative education through a focus on youth engagement, empowerment, and agency. This role will work closely with school leaders, teachers, and students, providing individualized support and action plans to help implement the changes they're seeking to implement.

Additionally, this role will be responsible for developing and facilitating a regional Community of Practice in which educators and school leaders regularly convene, share tools and practices, and build regional capacity as a student-centered learning ecosystem.

Primary Responsibilities:

Specific scope includes, but is not limited to, the following:

- Provide school and leadership coaching and professional development training to schools locally, and across the country, as needed
- Support implementation of BPL's 10 distinguishers, and its student-centered real-world program model
- Coordinate and co-lead regional Communities of Practice convenings
- Participate in and provide facilitation at conferences on behalf of Big Picture Learning
- Develop, expand and support BPL's networking efforts to fulfill Big Picture Learning's mission, vision and priorities
- Provide regular project reporting, through face-to-face and virtual meeting updates, and informal written reports using technology and digital tools (ie. Salesforce, Google Suite, etc)
- Collaborate with BPL's National Director of Communities of Practice, team of National Directors, and Co-Executive Directors, as needed
- Participate in organization-wide meetings and events
- Willingness to travel 50% of the time, mostly within Texas
- Other duties as assigned

Desired Credentials

- While there may be benefits to a BA, MEd, MBA, MPA, or related advanced degree, research demonstrates that education requirements can be a deterrent for qualified candidates to apply and can perpetuate gender and racial disparities. We encourage all candidates with the professional experiences and leadership qualities outlined in this position specification to apply.
- 5+ years' experience facilitating professional development/coaching
- 5+ years in teaching/leadership
- Experience/familiarity with BPL design
- Documented track record of success working with schools/teams serving:
 - Students growing up in poverty
 - Students of color

- Students with Learning Disabilities
- Immigrant Youth & English Language Learners
- Learners dealing with trauma

Qualifications

Candidates for the School Design Coach position must share our passion and commitment for rethinking the possibilities of education for decades to come. We steadfastly believe that students should be at the center of their own learning and that education (in particular public education) is due for a reorientation that supports students pursuing their own passions and interests.

The geographic spread of BPL's work requires individuals to have strong internal accountability. The organizational culture supports flexible and contextually appropriate decision making processes. As a result, individuals who thrive in BPL are comfortable juggling multiple projects and prioritizing tasks, advancing the work in the face of uncertainty, willing to take risks, exhibit entrepreneurial behaviors, take ownership and see tasks and ideas through from conception to implementation, and possess the communication and interpersonal skills needed to work well with people at all levels of the organization.

Organizational Skills

- Steadfast belief that students should be at the center of their own learning and that education (in particular public education) is due for a reorientation that allows students to be confident in the pursuit of their own passions and interests
- Strong internal accountability (especially important due to the geographic spread of BPL's work and our virtual teams), comfort juggling multiple projects and prioritizing tasks, and the ability to work remotely in distributed teams across multiple time zones
- An optimistic approach to work supported by an entrepreneurial and collaborative spirit; an outgoing nature and resilience and creativity to work within challenging systems
- Ability to take ownership and see tasks and ideas through from conception to implementation
- Excellent interpersonal communication skills (speaking, writing, listening) in person and virtually
- Commitment to continuous improvement, a relentless approach to growth and learning, and an openness to constructive critical feedback
- Collegial and empathetic approach to working with others, while bringing a creative, flexible and thoughtful approach to your work
- Ability to use - or quickly learn - multiple tech platforms (i.e., Google Suite, Salesforce, Asana), as well as Big Picture's proprietary platforms, ImBlaze and Learning Big Picture

Application Process and Timeline

Confidential Inquiries are welcomed. Applications will be reviewed on a rolling basis. It is advantageous to apply as soon as possible. Final deadline for applications is August 31, 2022.

Anticipated Start Date:

Early September 2022

To Apply:

[Click here to apply](#) and be prepared to submit the following:

- Thoughtful and Tailored Cover Letter of Introduction (≤ 2 pages)
- Resume/CV
- List ≥ 2 Professional References

Please email additional questions to careers@bigpicturelearning.org

Location(s):

This position is focused on school transformation and development in Texas. Possible additional work may be required in the Southeastern states.

Compensation

- BPL provides a competitive salary commensurate with experience
- Annual salary range for this position is \$80,000-\$100,000 (as a 1.0 FTE and would be prorated based on the % FTE desired)

Benefits Package (based on 1.0 FTE or minimum of 35 hours/week)

- Fully paid medical, vision, and dental coverage
- Fully paid life insurance policy, including short term and long term disability insurance
- Pension plan which includes a company contribution of 5% of your salary with 100% vested after 6 months of employment
- Four (4) weeks paid family leave after 12 months of employment
- Thirteen (13) paid holidays, plus 2 religious floater holidays
- Eleven (11) personal/sick days, plus paid birthday
- Eighteen (18) days of paid vacation, which is earned and accrued at 1.5 days/month beginning the first full month of employment

Other workplace benefits offered full time employees

- Use of company laptop computer
- Printer/copier/scanner for home office
- Office supplies for home office
- Cell phone bill is paid or can become part of the company plan. BPL will pay up to \$400 towards the purchase of a new phone

About BPL

It is our vision that all students live lives of their own design, supported by caring mentors and equitable opportunities to achieve their greatest potential. We move forward prepared to activate the power of schools, systems & education through student-directed, real-world learning. We are activists. - www.bigpicture.org

At BPL, we are practitioners and practice the implementation of truly innovative designs. We are story doers and we work with an intensity and drive that rivals any other organization or business. We relentlessly focus on elevating the voice of students, parents, and communities. At BPL, innovative and valuable ideas matter more than the role of the person sharing them. We work together to achieve our mission because we know we can accomplish more as a team.. Many BPL team members report that the "family feel" of our organization is what makes our work so rewarding. Working at BPL is a vibrant and ongoing learning experience and we seek to offer all staff the opportunity to experience work that aligns with the ten student expectations described in Leaving to Learn.

Big Picture Learning is an equal opportunity employer and prohibits discrimination against and harassment of any employee or any applicant for employment because of race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression, veteran status (special disabled veterans, disabled veterans and Vietnam-era veterans), or any other characteristic protected under applicable federal or state law. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients; and all qualified applicants are encouraged to apply, including minorities, women, veterans, and individuals with disabilities.